



River Road ISD Administrative Evaluation SUPERINTENDENT

Domain/Indicator Rating – with 10 being BEST 10 9 8 7 6 5 4 3 2 1 **Instructional Management** 1. Monitoring student achievement and attendance 2. Diagnosing student needs 3. Helping teachers design learning experiences for students 4. Encouraging the development and piloting of innovative instructional programs 5. Facilitating the planning and application of emerging technologies in the classroom District Moral 1. Assessing and planning improvement of the school, school district, or community environment 2. Reinforcing excellence 3. Promoting a positive, caring climate of learning 4. Using effective communication skills **District** Improvement 1. Collaborating in the development and articulation of a common vision of improvement 2. Encouraging appropriate risk-taking 3. Ensuring continuous renewal of curriculum, policies and methods **Personnel Management** 1. Delegating appropriately 2. Recognizing exemplary performance of teachers and staff 3. Encouraging personal and professional growth and leadership among the staff 4. Complying with applicable personnel policies and rules 5. Securing the necessary personnel resources to meet objectives 6. Evaluating the job performance of assigned personnel Management of Administrative, Fiscal, and Facilities Functions 1. Obtaining broad-based input for fiscal or financial analysis 2. Compiling reasonable budgets and cost estimates 3. Ensuring that facilities are maintained and upgraded as necessary 4. Managing a broad range of school operations (for example, attendance, accounting, transportation, grades) **Student Management** 1. Helping students develop a sense of self-worth 2. Developing and communicating guidelines for student conduct 3. Ensuring rules are observed uniformly 4. Disciplining students for misconduct in an effective and fair manner 5. Supporting collaboration by working with faculty 6. Encouraging the participation of students and parents **School or Community Relations** 1. Fostering collaborative educational efforts among members of the total school community 2. Articulating the school mission and needs to the community 3. Seeking support for school programs 4. Involving himself or herself in community activities that foster rapport between the school district and the larger community **Professional Growth and Development** 1. Participating actively in professional associations 2. Conducting himself or herself in an ethical and professional manner 3. Disseminating ideas and information to other professionals 4. Seeking and using evaluative information for improvement of performance



Superintendent Signature:



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	10	9	8	7	6	5	4	3	2 1	1
Academic Excellence Indicators and Campus Performance Objectives 1. Campus Accountability Rating 2. % passing gains/maintenance of gains 3. %attendance gains/maintenance of gains		Е	-	R		A		I _% _%	ĹΡ	
 4. % drop-out gains/maintenance of gains 5. %scale score average growth gains/maintenance of gains School Board Relations 			-					_% _%		
 Meeting the board's needs for information Interacting with board members in an ethical, sensitive, and professional manner Demonstrating competence in written and verbal communications to the board 										
Recommending policies to the board to enhance teaching and learning										
Board President Signature:	Dat	e: _								_